

Roll No.

Total Pages : 03

MMS/M-17

13548

**HUMAN RESOURCE PLANNING AND
DEVELOPMENT
HRM-402**

Time : Three Hours]

[Maximum Marks : 70

Note : Attempt *eleven* questions in all. Part A comprises of 10 short answer type questions of 5 marks each. Part B comprises of *five* questions of 10 marks each. Attempt any *eight* questions from Part A and any *three* questions from Part B.

Part A

1. Discuss the various horizons of HRP and mention their suitability in different business situations.
2. Highlight the issues to be considered while preparing Retention Plans in today's competitive business environment.
3. Mention the key steps of Management Development Program to be conducted for Senior Bank Managers.

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4. Discuss the alternatives for HR Managers when HRP results in surplus manpower. Which one is more preferred ?
5. What is Scenario Planning ? Examine its utility for effective HRP in contemporary time.
6. Critically evaluate the relationship of HRP with Strategic Business Planning.
7. Figure out the key factors influencing Manpower Demand in modern times.
8. What are the key target areas for Separation and Redeployment Plans ?
9. Review some of the emerging trends in talent management practices widely followed by Indian corporate sector.
10. Define Quantitative HR Plans. What are their utility areas ? Discuss.

Part B

11. What is Competency Development ? How is it different from Training and Development, and Management Development ? Discuss the stages of process of competency development program prepared for bank managers.

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12. It is very well recognised that there is always a dearth of quality talent. To tap the talented people what kind of resourcing plans and strategies the modern organisations need to follow/prepare in times to come. Comment.
13. Learning Organisations and Organisational Learning is the buzzword. To create and accept such frameworks what learning principles and practices traditional organisations need to adopt for much needed organisational transformations. Elucidate.
14. Keeping in view the Macro-HRP, what challenges you foresee in terms of manpower demand and supply for a progressive developing country like India. Justify your viewpoint.
15. As scope of Rewards and Recognition programmes is getting wider these days. To remain competitive in terms of rewards and recognitions, what kind of strategies and plans does the contemporary organisations need to prepare in modern time ? Explain.